

Equality Information and Objectives Statement Woodfield Infant School & St George's Junior School



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Next review due by:

03/05/2027

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1. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our schools are committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Woodfield Infant School and St. George's Junior School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics — between people who share a protected characteristic and people who do not share it

Our pupils will develop an awareness of our diverse society and appreciate the value of difference. This will be achieved by adherence to the following principles:

- Ensure characteristics based on colour, religion, culture, origin, gender or ability in not subject to discrimination
- Promote racial equality, positive race relations and challenge racial discrimination
- Ensure that school is a place where everyone feels welcome and able to achieve their full potential
- Every pupil will be helped to develop a sense of personal and cultural identity, in which they are confident and open-minded, and that is receptive and respectful towards other identities
- Every pupil will develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world
- Achieve an environment in which the varied experiences of the community can enrich the life of the school.

2. Aims to eradicate discrimination

Combined with Empower Trust values and our individual school values, we believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Educational experiences and curriculum offer aims to provide opportunity for and celebration of this. Creating an inclusive environment where individuals feel confident and at ease is a commitment across both schools. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.
- Promoting and modelling British Values of tolerance and mutual respect.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. Educating pupils in a supportive and educational manner enables pupils to be well-informed and equipped in understanding fairness and challenges around discrimination, thus developing positive attitudes and behaviour.

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or homosexual pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school clubs/events)

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

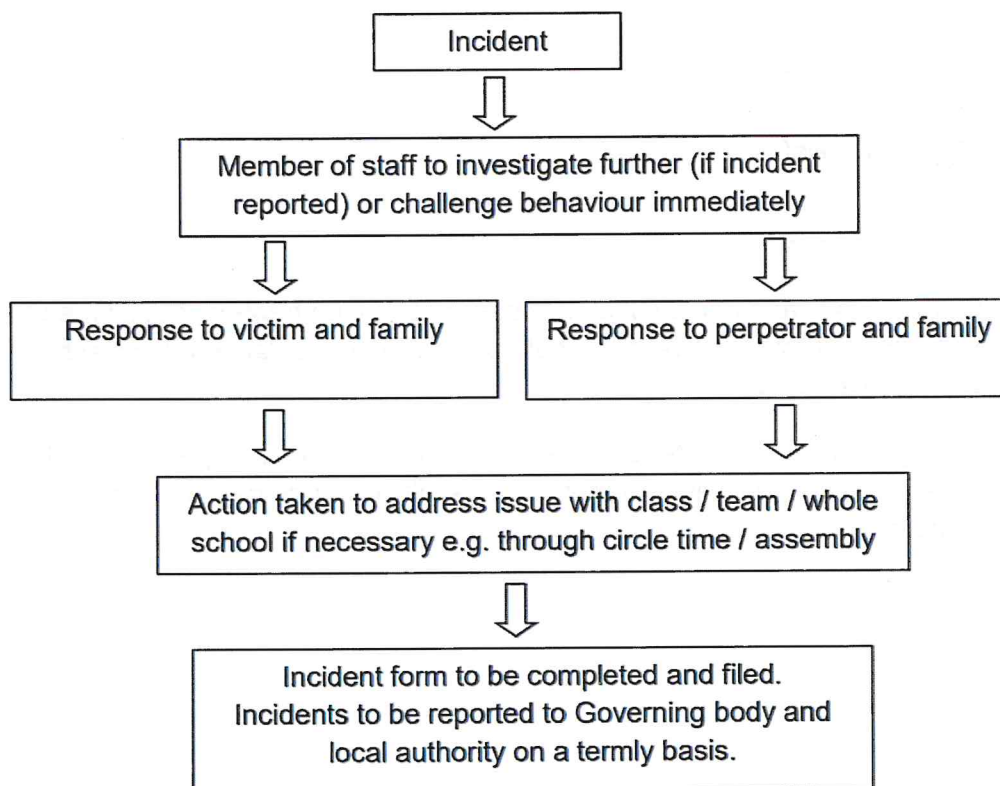
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Actively promoting attitudes and values that will challenge racist and other discriminatory behaviour or prejudice
- Ensure that our teaching approaches are inclusive and reflective of all our children
- Preparing pupils for life in a diverse society through the curriculum that we study, visits, visitors and assemblies
- Using materials and visual displays that reflect the diversity of the school, local community and nation in terms of race, gender and disability, without stereotyping.
- Encouraging classroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning.
- Making reasonable adjustments to enable all children to access the school building and the curriculum, irrespective of academic ability or physical disability, e.g. through the deployment of Teaching Assistants to support children with SEN.
- Empowering all parents to support their child's education by keeping them informed about learning and progress through theme newsletters, class assemblies, parents' evenings, which encourage parental involvement.
- Behaviour Policy & Statement of Behaviour Principles in place
- Anti-Bullying Policy in place
- Promote Anti-Bullying Week
- Super Safeguarders after school club in place

3. Dealing with prejudice and celebrating diversity

The school is opposed to all forms of prejudice incidents. We aim to provide an equal and inclusive environment that results in fair, tolerant and respectful behaviour. We do not accept any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. Challenge will occur where prejudice takes place, and careful monitoring and evaluation of incidents will ensure pupils are taught about the impact of prejudice and how to modify their behaviour and attitude to be informed and respectful of each individual.

We record incidents of bullying and harassment of children and staff by race, disability and gender and use the information to make a difference to the experience of other pupils. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Procedure for Responding to and Reporting Incidents of Hate Crime:



Our curriculum seeks to provide opportunity to promote and celebrate diversity within our curriculum; knowledge and understanding is key. Through lessons, enrichment experiences and assemblies, we aim to positively enrich pupil understanding of language, culture, religion, race, gender, sexuality, age and gender.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

4. Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

5. Roles and responsibilities:

The local governing body and trustees will:

- Ensure that the school complies with the appropriate equality legislation and regulations.
- Meet its obligations under the PSED to Publish equality objectives at least every four years commencing on the date of the last publication.
- Update and publish information every year to demonstrate school compliance with the PSED.
- Ensure that the school's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The Head of School and Executive Headteacher will:

Implement this policy and its procedures.

- Ensure that all staff members receive the appropriate equality and diversity training as part of their ongoing training.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying.
- Monitor achievement data by ethnicity, gender and disability and take action on any gaps and patterns.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive of all; demonstrating acceptance, value, and respect for other individuals
- Aware of what constitutes discriminatory behaviour.
- Report concerns and have an active voice in preventing and stopping discrimination
- Recognise and model tolerance and mutual respect

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

6. Diversity and representation

We aim to provide a curriculum that as much as possible, is representative of the world and our community. Celebrations of diversity, promotion of acceptance and respect are key in enabling our pupils to learn about, and be inspired by, individuals of all abilities from all backgrounds, cultures, genders, sexualities, religions and ethnicities. We will continuously review, adapt and develop diversity and representation in our curriculum.

7. Inclusion

Inclusion is paramount and policy and practices across both schools ensure that there is equal access and opportunity for all, regardless of any protective characteristic or special educational need. Where applicable, school will endeavour to make reasonable adjustments to ensure fair access and achievement for all members of our school community.

Prejudice is not tolerated and we are continuously working with all stakeholders towards a more accepting and respectful environment for our school community.

8. Equality objectives

Objective 1: To raise the attainment in reading, writing and mathematics for disadvantaged pupils

Objective 2: To ensure there is no gender gap in terms of achievement

Objective 3: To raise awareness of social, moral, spiritual and cultural (SMSC), fundamental British Values teaching across school for all stakeholders

Objective 4: Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.